

TABLE 11. JURISDICTIONS PROVIDING DISFIGUREMENT BENEFITS

States	Nature of Disfigurement	Compensation Received	Maximum Period
Alabama	Serious, materially affecting employability.	66-2/3 percent of employee's average weekly earnings.	100 weeks
Arizona	Permanent, about head or face, including injury to, or loss of teeth.	55 percent of average monthly wages; in addition, the Commission may allow such sum as it deems just.	18 months
Arkansas	Serious and permanent facial or head.	Maximum \$3,500; no award for disfigurement shall be entered until 12 months after injury.	-----
California	-----	No set figure, but the nature of the disfigurement shall be taken into account when determining the percentages of permanent disability.	-----
Colorado	Serious facial, head, or exposed body parts.	Maximum \$2,000, in addition to accident benefits provided under the law.	-----
Connecticut	Permanent.	Compensation shall be awarded for disfigurement not caused solely by the loss or the loss of use of a member of the body.	208 weeks
Delaware	Permanent and serious to exposed parts of the human body.	66-2/3 percent of employee's weekly wage.	150 weeks

TABLE 11. JURISDICTIONS PROVIDING DISFIGUREMENT BENEFITS (cont.)

States	Nature of Disfigurement	Compensation Received	Maximum Period
District of Columbia	Serious facial, head, neck or other exposed areas likely to handicap employment.	Maximum \$3,500.	-----
Florida	Serious facial or head.	\$250 for each percent of per- manent impairment of the body as a whole from 1 to 10 percent; and, \$500 for each percent in excess of 10 percent.	-----
Hawaii	Scarring and other consequences caused by medical, surgical, and hospital treatment.	Maximum \$30,000.	-----
Idaho	-----	No set figure, but effect on em- ployment and nature of disfig- urement shall be taken into account when determining the percentages of permanent disa- bilities less than total.	-----
Illinois	Serious and permanent to hand, head, face, neck, arm, leg, below knee or chest above axillary line.	60 percent of the employee's average weekly wage, except if benefits are otherwise payable for permanent disability.	150 weeks
Indiana	Permanent, which may impair the future usefulness or opportunities of the employee.	At discretion of Industrial Board, except where benefits are payable elsewhere.	200 weeks

TABLE 11. JURISDICTIONS PROVIDING DISFIGUREMENT BENEFITS (cont.)

States	Nature of Disfigurement	Compensation Received	Maximum Period
Iowa	Permanent head or facial, which impairs future usefulness and earnings.	Determined by the Industrial Commissioner according to severity of disfigurement.	
Kansas <u>1</u> /	-----	-----	-----
Kentucky	Serious and permanent of face, head, neck or other exposed areas of the body that is likely to affect employment opportunities.	Proper and equitable scheduled benefits. Period for which benefits are payable is decided after maximum healing and re- storation of function.	-----
Louisiana	Serious and permanent.	At discretion of Court, not to exceed 66-2/3 percent of em- ployee's wages.	100 weeks
Maine	Serious facial or head; neck if affects earning capacity.	An amount not exceeding 2/3 of the State average weekly wage, multiplied by 50.	-----
Maryland	For mutilations and others not specifically covered in schedule.	Determined at the discretion of the Workers' Compensation Commission.	156 weeks

1/ **Kansas:** When a disfigurement is a handicap in obtaining or retaining employment, compensation will be paid up to a maximum of 415 weeks.

TABLE 11. JURISDICTIONS PROVIDING DISFIGUREMENT BENEFITS (cont.)

States	Nature of Disfigurement	Compensation Received	Maximum Period
Massachusetts	Bodily; except that disfigurement that is purely scar-based is not payable unless the disfigurement is on the face, neck, or hands.	Proper and equitable compensation not to exceed \$15,000; in addition to other compensation for disability.	-----
Minnesota	Disfigurement or scarring, not resulting from loss of a member or other scheduled injury affecting employability or advancement opportunity. Permanent partial disability under the schedule if resulting from burns.	66-2/3 percent of employee's daily wage at time of injury, subject to a maximum of 100 percent of the State average weekly wage.	90 weeks
Mississippi	Serious facial or head.	Maximum \$2,000.	-----
Missouri	Serious and permanent about the head, neck, hands or arms including the loss of use of the loss of a member.	No statutory figure.	40 weeks
Montana	Serious face, head, or neck.	Maximum \$2,500.	-----
New Mexico	Serious and permanent about the face or head.	Maximum \$2,500.	-----
New York	Serious facial, head, neck, or chest.	Maximum \$20,000.	-----

TABLE 11. JURISDICTIONS PROVIDING DISFIGUREMENT BENEFITS (cont.)

States	Nature of Disfigurement	Compensation Received	Maximum Period
North Carolina	Serious facial or head, and body when no compensation pay- able under schedule of injuries.	Maximum \$20,000.	-----
North Dakota	-----	No set figure, but such dis- figurement shall be included as permanent partial disability.	-----
Ohio	Serious facial or head which handicaps employment.	Maximum \$5,000.	-----
Oklahoma	Serious and permanent.	Maximum \$20,000.	-----
Oregon	-----	No set dollar amount; however, compensation is payable only if disfigurement results in certain psychological adjust- ment problems.	-----
Pennsylvania	Serious and permanent of head, face, or neck.	66-2/3 percent of employee's average weekly wage.	275 weeks
Puerto Rico	Serious scar, burn, or change in physiognomy of the face, head, or neck.	Maximum \$3,000.	-----
	Hands or arms if not con- sidered in determining any other compensation.	Maximum \$1,600.	-----

TABLE 11. JURISDICTIONS PROVIDING DISFIGUREMENT BENEFITS (cont.)

States	Nature of Disfigurement	Compensation Received	Maximum Period
Rhode Island	Permanent bodily.	Proper and equitable compensation determined by the Workers' Compensation Commission.	500 weeks
South Carolina	Serious and permanent of face, head, neck, or other area normally exposed in employment.	Proper and equitable benefits, unless benefits are otherwise payable for the loss, except that benefits shall be paid for serious burn and keloid scars in addition to other benefits.	50 weeks
South Dakota <u>2/</u>	-----	-----	-----
Tennessee	Serious of the head, face, or hands, so altering the personal appearance as to materially affect employability.	66-2/3 percent of employee's average weekly earnings; not to be awarded if compensated under any other provisions.	200 weeks
Texas	Any that will impair the future usefulness or occupational opportunities of the injured employee.	66-2/3 percent of employee's average weekly wages not to exceed the maximum weekly benefit, multiplied by the percentage of incapacity.	300 weeks

2/ **South Dakota:** Compensation for permanent disfigurement shall be payable for a portion of 312 weeks which is represented by the percentage of permanent disfigurement that bears to the body as a whole.

TABLE 11. JURISDICTIONS PROVIDING DISFIGUREMENT BENEFITS (cont.)

States	Nature of Disfigurement	Compensation Received	Maximum Period
Utah	Areas of the body not specifically covered in schedule.	Such period of compensation as the Commission shall deem equitable and in proportion as near as may be to compensation for specific loss as set forth in the schedule.	312 weeks
Vermont <u>3/</u>	-----	-----	-----
Virginia	Severely marked of head, face, hands, arms or legs.	66-2/3 percent of employee's average weekly wages.	60 weeks
Virgin Islands	Serious and permanent of the head, neck, or other normally exposed areas that would affect employability.	Equitable benefits in addition to scheduled income benefits.	100 weeks
Wisconsin	Areas of the body that are exposed in the normal course of employment.	At the discretion of the Department of Industry, Labor and Human Relations, a sum not to exceed the employee's average annual earnings.	-----
Wyoming	Permanent of the face or head that affects earning capacity.	In proportion to the extent of the disfigurement plus an award based on 2/3 percent of the State average weekly wage.	25 weeks

3/ Vermont: Compensation and percentage of loss for permanent impairment of any physical function not specifically mentioned shall be determined by the Commissioner of Labor and Industry.

TABLE 11. JURISDICTIONS PROVIDING DISFIGUREMENT BENEFITS (cont.)

States	Nature of Disfigurement	Compensation Received	Maximum Period
United States*:			
FECA	Serious of the face, head, or neck of a character likely to handicap employment.	66-2/3 percent of employee's monthly wage; in addition, proper and equitable benefits not to exceed \$3,500.	-----
LHWCA	Serious facial, head, or neck or of exposed areas likely to handicap employment.	Maximum \$3,500.	-----

*Federal Employees' Compensation Act; Longshore and Harbor Workers' Compensation Act.